US Africa Command

Joint Individual & Staff Training Program Update

Worldwide Joint Training and Scheduling Conference

Col John Oliver

Joint Force Development and Readiness

29 Mar 10

The overall classification of this briefing is
UNCLASSIFIED

Overview

- Background
- Development
- Execution
- Management

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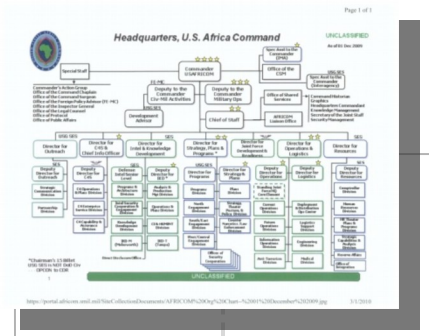
Background to AFRICOM JFD Joint Training and Education

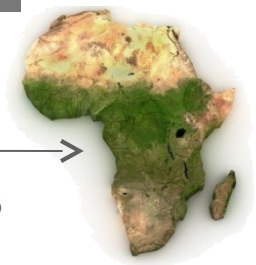
COCOM Status

- **7 Feb 07: EUCOM Establishes an AFRICOM Transition Team**
  at Kelley Barracks, Germany
- **1 Oct 07: EUCOM Declares AFRICOM Reached IOC**
  as a Sub-unified Command
- **1 Oct 08: AFRICOM Reaches FOC**
  as a Unified COCOM

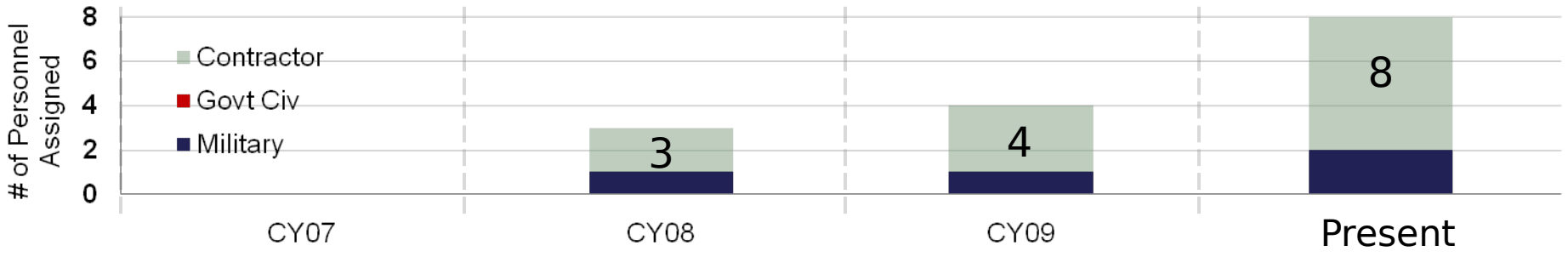
Trng & Exercise Org



- ***SPP – J5***
  Effects / Exercise Focus



- ***JFD – J7***
  Apr 09 – New Directorate
  Program Maturation →



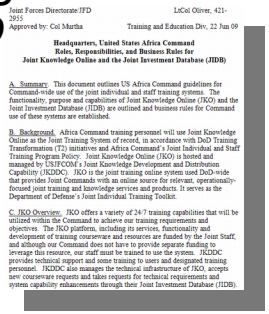
Development and Execution – AFRICOM JIST Program

Development

Execution

Joint Trng Work Group

JKO Business Rules



JIST Policy

Command Orientation

3 Days
36 Lessons
Strat – Op - Tactical

JKO-KM AFRICOM COI

Trng Mgr Team ID

Cultural/Interagency Trng

New LMS Trng Req ID

- Cross-Cmd
- Functional
- Cross-Functional

AFRICOM Staff Trng Course

12 of 15 Distance Learning Lessons Developed

JR 10 Sr Leaders Seminar

CY 08

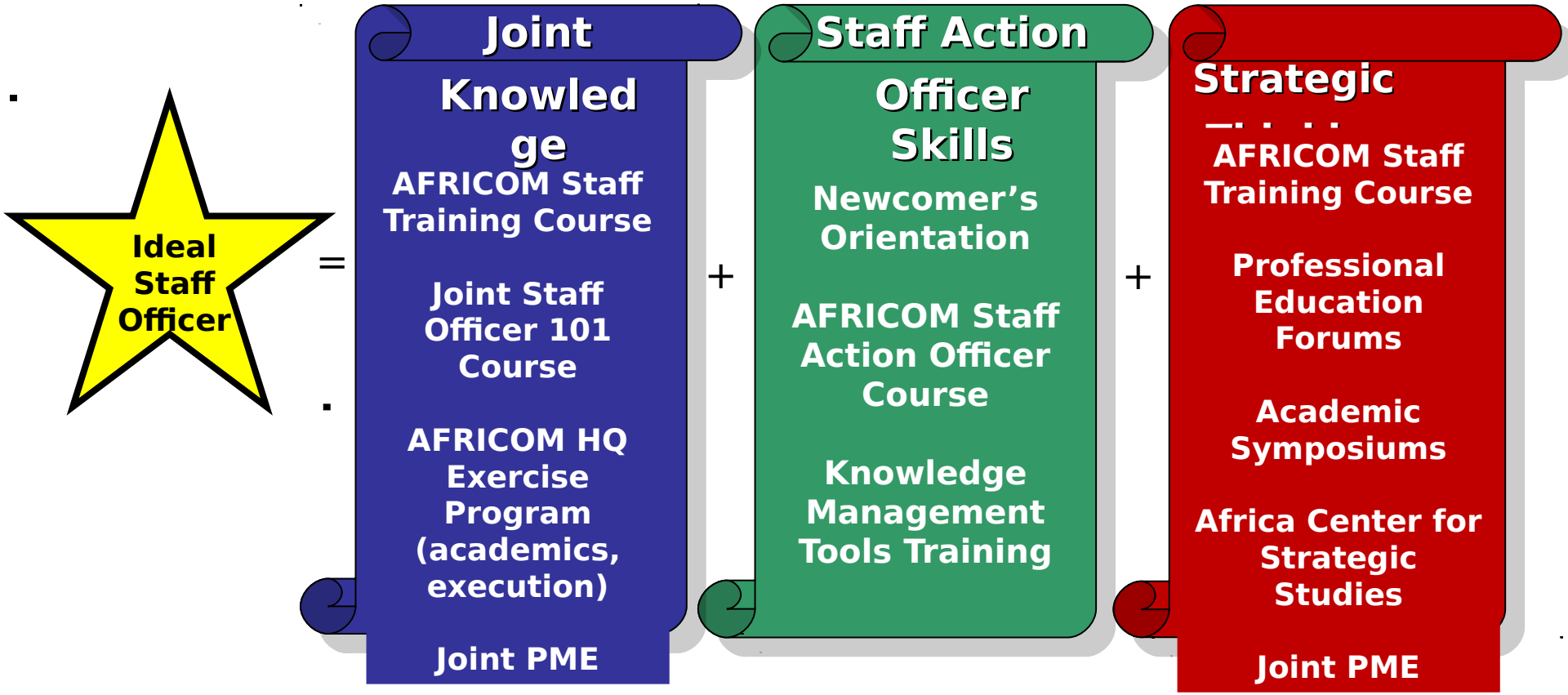
CY 09

CY 10

Linking Current AFRICOM Training & Education to Desired JSO Skills

Most Desired Skills for Joint Staff Officers

(as reported in JSO Study)



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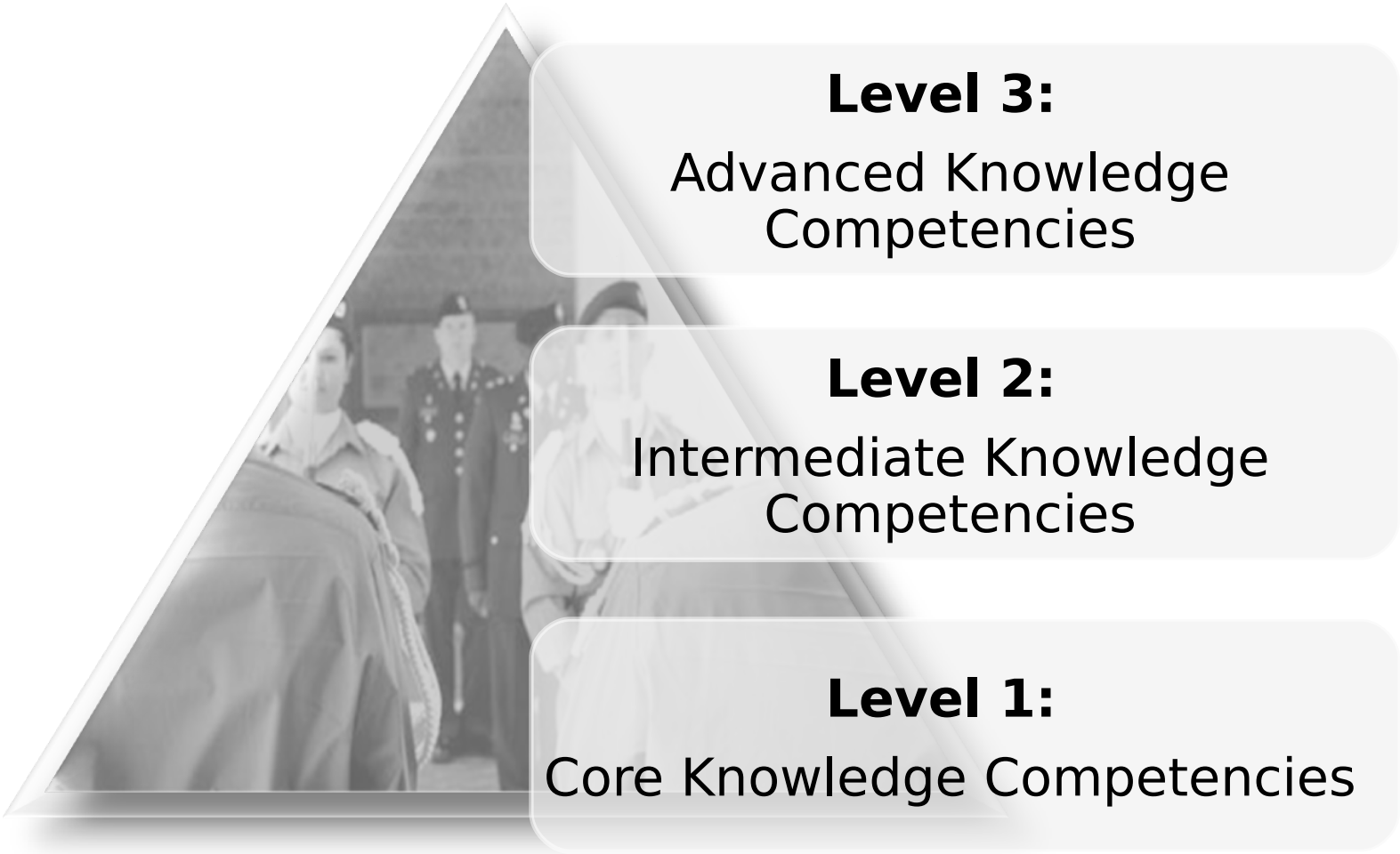
Joint Individual and Staff Training (JIST) Program Levels



Level 3:

Advanced Knowledge Competencies

Level 2:

Intermediate Knowledge Competencies

Level 1:

Core Knowledge Competencies

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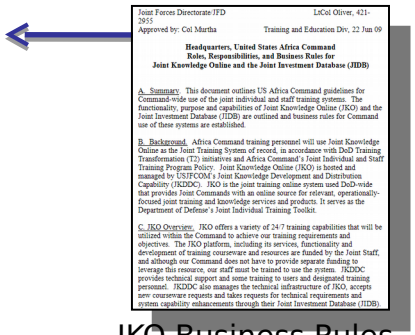
Joint Individual and Staff Training (JIST) Program Examples

1	Newcomer Orientation	Why	Provide Foundation to Function within the AFRICOM Org Structure; Support Msn Execution; & Begin Joint Individual & Staff Training Process
		Who	All Newcomers (Military – Govt Svs – Cont)
2	Africa Realities Course	Why	Intro Staff to Security Context. Offer lectures on key Political, Economic, and Security Challenges
		Who	Command and Component Staff
3	Senior Leader Seminar	Why	Facilitate Discussion w/AFRICOM Sr. Leaders & Interagency Partners Framed by Major Missions (Stability Ops & Foreign Consequence Mgt) planned during Parts 2, 3, & 4 of JR 10/11
		Who	CDR, Directors/Component CGs, JWFC Sr Mentor, & Sr IA Facilitators/Participants

Management

- JIST Instruction
  - Approved…beginning policy execution/enforcement

- JIST Manual
  - In Development…primary focus: processes & procedures



JKO Business Rules

- Joint Training Working Group
  - Cross-functional HQ/Component Training Mgrs…monthly Defense Connect Online

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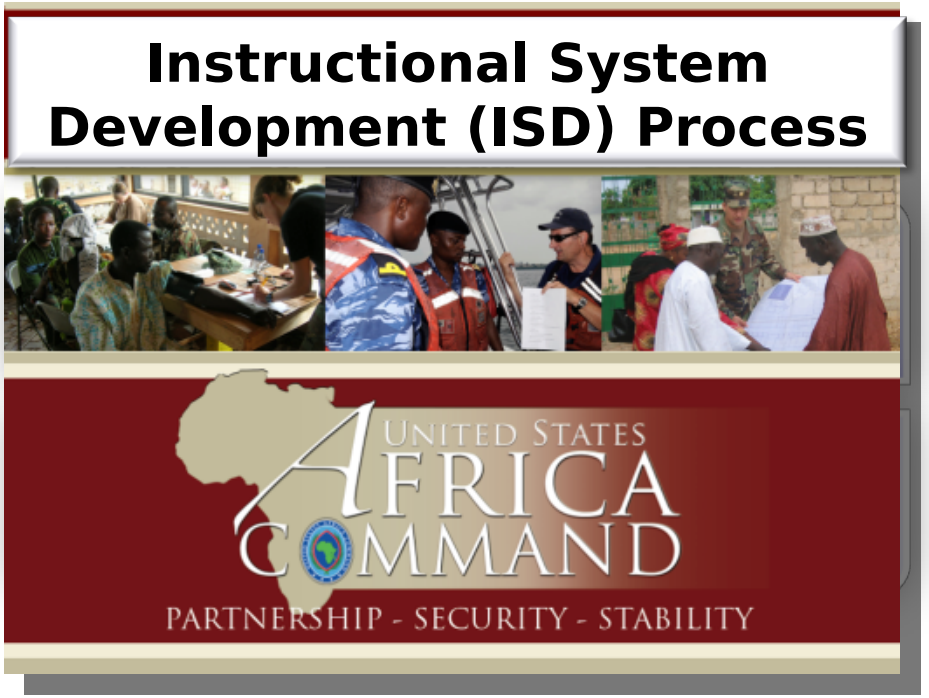
Command Newcomer Orientation Course Approach Pattern

- **Analysis**
  - **Joint Staff Officer Survey**
  - **AFRICOM Audience**
  - **Mission – Interagency Heavy + Partnership**
  - **Theater Strategy**
  - **XO & JTWG Survey**
- **Design**
  - **Course Outline w/ > 250 subject areas/main points & 36 lessons – Drove 3 Days**
  - **Lesson Objectives (Identify/List…)**



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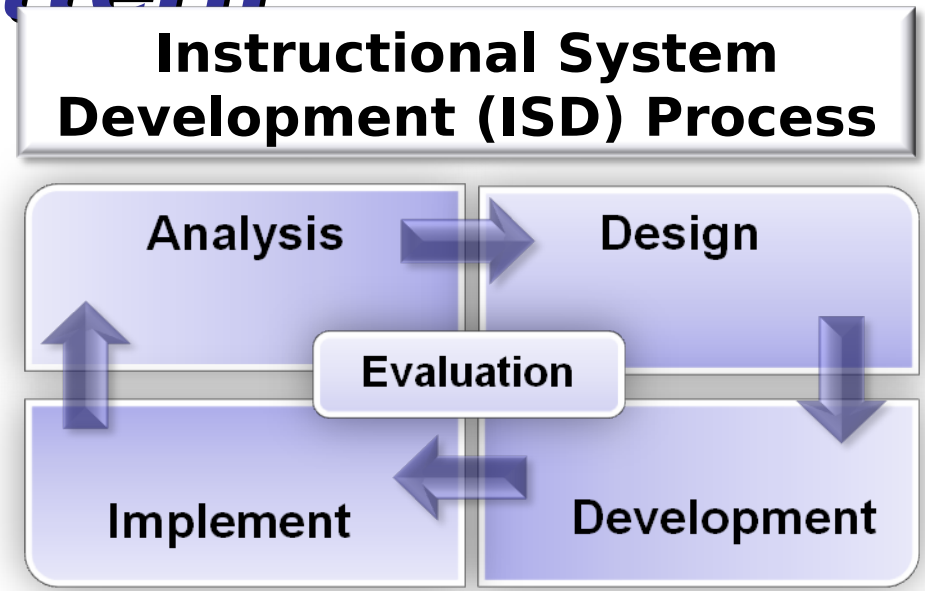
Command Newcomer Orientation Course Approach Pattern

- **Development**
  - **Lesson Plan/Power Pnt Template w/ Pre-loaded Lesson Objs, Outline, Test Question Shell, etc**
  - **> 30 SMEs tasked to develop**
  - **AFRICOM Safari Jeopardy**
- **Implementation – 13 Students**
- **Evaluation**



  - **100% said, 'I would recommend to others'**
  - **85% avg on 50 Question Test**
  - **1 to 5 Rate Scale: 4.7 Instructors, 4.3 Content , 4.4 Visual Aids**
  - **'3 days is just right', 'Very good course!', 'Hats off'**

Should all classification markings be
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Command Newcomer Orientation End State

Approach/Timing	Content – Lessons	
Strategic Day 1	Joint Environment	Strategic Communications
	Mission – Command History	Africa Cultural Awareness
	Theater Strategy	Org Intro – KM Tools
Operational Day 2	Directorates	Plan AFRICOM Methods
	IG – PA – Chaplain	Key Partners – Interagency
	Joint Op Planning Basics	Intel Community
Tactical Day 3	ATFP Level 1	Sponsor Program – OPSEC
	Force Health Protection	Intro to Staff Officer Activities
	EEO – Info Assurance	Task Mgt Tool

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Way Ahead

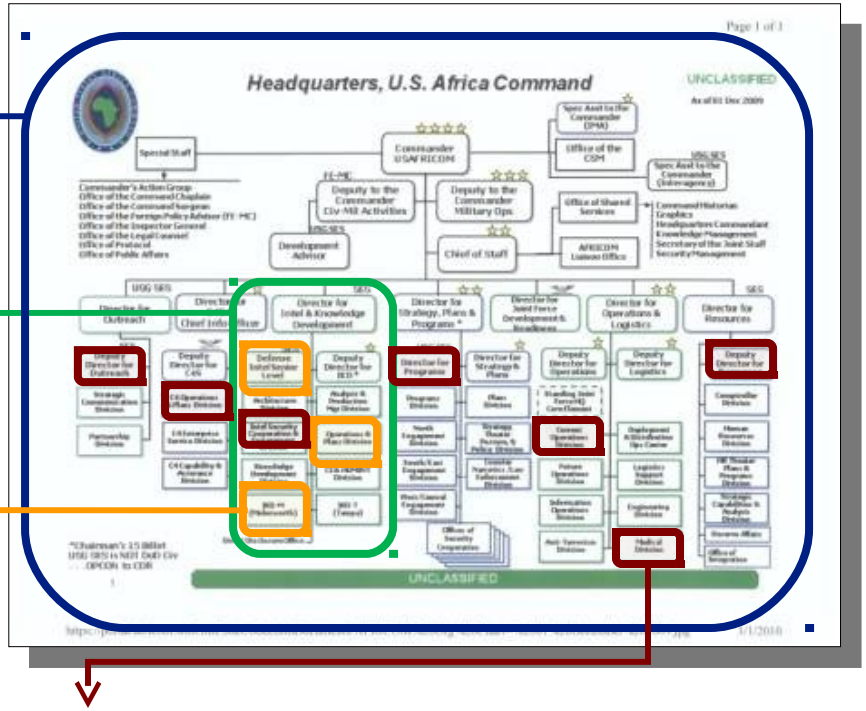
- Identify Staff Action Enabling Required and Recommended Training

Cross Command: All Personnel (e.g., Command Orientation)

Functional: Directorate Requirements (e.g., Intel Specific etc.)

Functional: Division Requirements Microsoft Certification, etc.)

Cross Functional: Teams (e.g., Joint Planning Team, Training Managers, Joint Operations Center, etc.)



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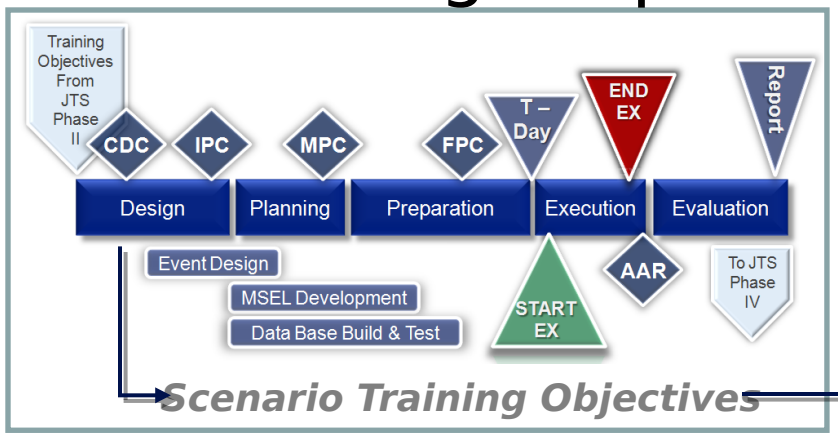
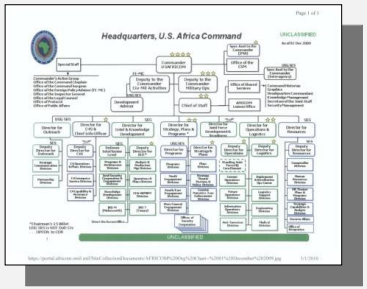
Way Ahead

- Identify Exercise/Mission Execution Enabling Required and Recommended Trng



Trng Objectives Gap Analysis



JFD PRT Lead + AFRICOM Staff SME KSA Evaluation Needed for Training Objectives

Research JKO or Existing DL/Course/Trng Material (Develop In-House If Needed)

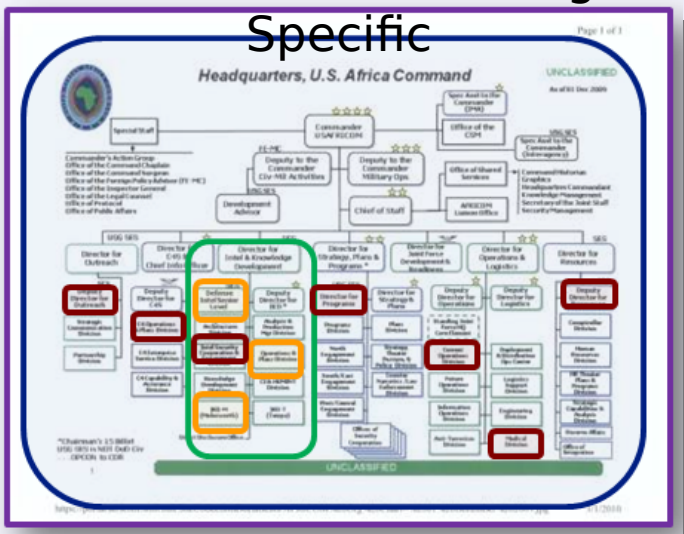
Level	Audience	Type Trng
400 - 100	Sr. Leaders, Interagency, Outside Orgs	Cross Functional
200/300	Key Staff Players (JPT, JOC, SMEs…)	Cross Functional or Functional

Way Ahead

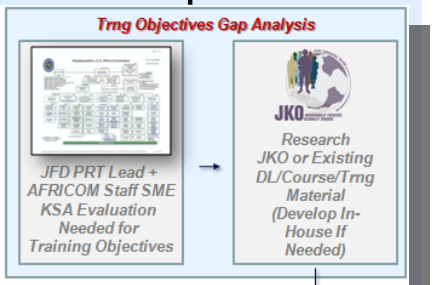
- Insert into New LMS Who Needs Required & Recommended Training
  - Cross Command
  - Functional
  - Cross Functional
  - Individual

JKO JOINT KNOWLEDGE ONLINE

Staff Action Enabling Specific



Exercise/Scenario Specific



Level	Audience	Type Trng
400 - 100	Sr. Leaders, Interagency, Outside Orgs	Cross Functional
200/300	Key Staff Players (JPT, JOC, SMEs…)	Cross Functional or Functional
100	All Staff (or Dir)	Command Wide or Functional

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AFRICOM LMS End State

JKO JOINT KNOWLEDGE ONLINE → Individual Focus

- Assign Courses (DL and/or Classroom) to
  - Individuals
  - Teams
  - Organizational (Directorate/Division/Branch)
- Generate Trng Reports/Status
- Time Frame to Take Required Training
- Update AFRICOM KM COI – Required and Recommended Loaded within the New LMS

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Summary

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